



NATIONAL GUARD BUREAU

1636 DEFENSE PENTAGON
WASHINGTON DC 20301-1636

NGB-ZC

30 SEP 2011

MEMORANDUM FOR Wing Equal Opportunity Offices

SUBJECT: Policy Guidance for the Air National Guard's Military Complaint Program

1. The Equal Opportunity (EO) program continues to assess its policies and procedures as it implements changes as a result of the repeal of "Don't Ask / Don't Tell (DADT)."
2. It is the policy of the Department of Defense (DoD), and the Air National Guard (ANG), not to condone or tolerate unlawful discrimination, to include sexual harassment, of any kind.
3. Discrimination based on sexual orientation is **not** a protected category of complaint under the Military EO purview. The ANG's goal of maintaining a harassment-free environment for its military members and civilian employees also includes harassment based on sexual orientation. Leaders have a responsibility to take appropriate action to prevent and address harassment based on sexual orientation. Sexual Orientation harassment by military personnel should be addressed through command channels.
4. Refer all allegations of perceived or alleged harassment based on sexual orientation to the Responsible Management Official's military commander for action. Such issues are not within the authority of the Air National Guard EO Program. The EO office will document the referral on the AF Form 1271.
5. The direction of this memorandum becomes void after the publication of the new EO Air Force Instruction. If you have questions, please contact Lt Col Audie Sanders at 703-607-0785 or by email at audie.k.sanders@us.army.mil.

A handwritten signature in blue ink, reading "Louis A. Cabrera", is positioned above the typed name.

LOUIS A. CABRERA
Comptroller and Director,
Administration and Management
National Guard Bureau

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